Nov. 13-15 2003

**Newfoundland and Labrador Teachers' Association**

# Executive Notes

Your Provincial Executive Council met in St. John's on **November 13** and Joint Council (Branch Presidents and Provincial Executive) met on **November 14 and 15**. This issue of Executive Notes is intended to provide you with a summary of major decisions and discussions that occurred at these meetings.

For further information contact any member of Provincial Executive or the staff person as indicated.

**Association Priorities for 2003-04**
Provincial Executive reviewed the Priorities Document which outlines action plans, who is responsible, target dates for implementation and action updates for the Association. The five priorities are: negotiating a collective agreement; teacher accountability/assessment/professionalism; curriculum issues; quality of teachers' worklife; and membership awareness.

For further information contact Fred Douglas, President or Edward Hancock, Executive Director.

**Business from Standing Committees**
TABLE OFFICERS
The NLTA will support an amendment to legislation/regulations that would remove the limit of 65 days for retired teachers only in circumstances where no non-retired substitute teacher capable of filling the position is available.

The terms of reference for the Ad Hoc Committee on Early Career Teachers was approved by Provincial Executive.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

EQUITY ISSUES IN EDUCATION
Pending his availability, Mr. Richard Blaquière, a teacher from New Brunswick, will be invited to present a session at the February Joint Council meeting on the topic of homophobia.

For further information contact Fred Wood, Chairperson, Equity Issues In Education Committee or Beverley Park, Professional Development Division.

CURRICULUM COMMITTEE
The NLTA's response to the proposed High School Graduation Requirements Review Consultation Paper was accepted by Provincial Executive. These recommendations have been forwarded to all teachers in the form of a President's Digest.

For further information contact Elizabeth Murphy, Chair, Curriculum Committee, or René Wicks, Professional Development Division.

**Educational Leave**
Provincial Executive held a timed session to provide feedback to the NLTA representatives on the Educational Leave Committee regarding the process of, and criteria for, providing educational leaves to teachers. Recent changes in the collective agreement giving new funding guidelines for educational leave have meant improved remuneration for those awarded leaves and thus increased the demand for these leaves. At the same time the number of leaves available has decreased. Provincial Executive discussed these issues and provided feedback to the representatives for their future discussions with the Educational Leave Committee.

For further information contact Fred Douglas, President, or Beverley Park, Professional Development Division.

**Other Business**
The information from the British Columbia Teachers' Federation re the relief fund established to assist teachers and students directly impacted by the forest fires in British Columbia will be carried in the next available issue of The Bulletin.

For further information contact Lesley-Ann Browne, Communications Officer.

The following topics were reviewed by Provincial Executive for follow-up or future discussion: Pathways; Virtual Teacher Centre; substitute teachers; department head allowances; student assistants; STEM~Net; and teacher assignments re bomb threats.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

**Joint Council**
COLLECTIVE BARGAINING
A presentation was made by Ted Murphy, Chair of the Collective Bargaining Committee re objectives and priorities for the 2004 Opening Package. A total of 576 submission forms were received from teachers that contained recommended priorities for the Opening Package. This presentation included an update on the duration of the agreement, the Teachers' Collective Bargaining Act, NLTA Policy and Legislation re the collective bargaining process, and communications to teachers during negotiations. The members of the Negotiating Team for the upcoming round of bargaining will be: Kevin Foley (Chair), Mealey Mountain Collegiate, Happy Valley-Goose Bay; Rhea Diamond, Northern Peninsula/Labrador South Board Office; Leo Freeborn, St. Boniface All Grade, Ramea; Jim Hibbs, Botwood Collegiate, Botwood; Jackie Maloney, Christ the King School, Rushoon; Ethel Park, Matthew Elementary, Bonavista; Fred Wood, Queen Elizabeth High, Foxtrap; Lloyd Hobbs, NLTA Assistant Executive Director; and Perry Downey, Benefits and Economic Services Division.

For further information contact Fred Douglas, President, or Lloyd Hobbs, Assistant Executive Director.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEES
A presentation was made to Joint Council by Perry Downey from the Benefits and Economic Services Division re the Occupational Health and Safety Committees. The presentation included the legislative requirements and general duties of the employer and workers, the process for committee selection, and committee and Workers Health and Safety Representatives training.

For further information contact Perry Downey, Benefits and Economic Services Division.

PENSION PLAN

A presentation was made by Don Ash of the Benefits and Economic Services Division re the NLTA Pension Plan. The presentation included a brief overview of the NLTA's role in the plan, eligibility, benefits, integration with CPP, the TPP Indexing Program, the substitute teacher plan, payment of pension, and actuarial valuation.

For further information contact Don Ash, Benefits and Economic Services Division.

WORKLOAD STUDY

A presentation was made to Joint Council by Dr. David Dibbon on the Workload Study. Dr. Dibbon presented some of the preliminary findings from the study. He anticipates having completed results before the end of 2003. Dr. Dibbon answered questions from Branch Presidents re some of the preliminary findings and results.

For further information contact Fred Douglas, President, or Lloyd Hobbs, Assistant Executive Director.

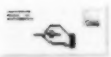
AIMS REPORT CARD ON ATLANTIC CANADIAN SCHOOLS

A presentation was made by Dr. Robert Crocker, Atlantic Evaluation and Research Consultants, re the AIMS Report Card on Atlantic Canadian High Schools. Dr. Crocker had prepared a review of the AIMS study in response to a request from the Atlantic Provinces Education Foundation (APEF). The purpose of the review was to critically examine the methodology and data sources used in producing the report, the validity and reliability of the rankings, public and professional response to the report and the AIMS reaction to these responses. Dr. Crocker reviewed this report with Joint Council and examined the conceptual and methodological issues surrounding such reports.

For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

NLTA POLICY CHANGES

A number of changes in policy statements since the February 2003 Joint Council meeting were approved by Joint Council. These policies provide direction for continuity of decisions and guidance to those who take positions on behalf of the Association. The amended policies include: province-wide vote for President and Vice-President; policy on Centennial Study Awards; policy on Centennial Fund Project Awards; policy on Centennial Fund Educational Research Program; policy on Group Insurance; policy on human rights of teachers; and policy on benefits of substitute teachers.



For further information contact Fred Douglas, President, or Edward Hancock, Executive Director.

**Joint Council Discussion Topics**

The following topics were reviewed by Joint Council for follow-up or future discussion: web-based report card; bomb threats; filling in; and ISSP workload.

**NEXT MEETING**

The next meeting of Provincial Executive is scheduled for January 16 and 17, 2004 in St. John's. For further information contact Fred Douglas, President or Edward Hancock, Executive Director.